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**Minutes  
Human Relations Commission  
March 14, 2006**

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**Minutes of the HUMAN RELATIONS COMMISSION held on TUESDAY, March 14, 2006 6:00 P.M., at the Tempe City Hall, 31 E. 5<sup>th</sup> Street, 3<sup>rd</sup> Floor Conference Room, Tempe, Arizona.**

**(MEMBERS) Present:**

Zach Berning  
Colleen Byron  
Arlene Chin  
Michele Duval  
Hassan Elsaad  
Gail Paredes-Ewen  
Linda Ritland  
Janis Webb

**(MEMBERS) Absent:**

Edwin Gonzalez-Santin  
Joseph Mann  
Joel Navarro  
Safali Patel-Evans  
Muhammed Zubair

**City Staff Present:**

Rosa Inchausti  
Andrea Groves

**Guests Present:**

**Meeting convened at 6:15 P.M.**

**Vice-Chair Janis Webb** called the meeting to order and invited members of the public to address the Commission.

**Agenda Item 1 – Public Appearances**

None

**Agenda Item 2- Consideration of Minutes**

**February 14, 2006**

**MOTION: Commissioner Arlene Chin made a motion to accept minutes as amended.**

**SECOND: Commissioner Linda Ritland.**

**DECISION: Motion passed unanimously.**

**Agenda Item 3 – Dr. Nadim Hassan Deportation Case Follow-up**

**Vice-Chair Janis Webb** led discussion on the follow-up to the Dr. Nadim Hassan Deportation Case:

- 1) Mr. Mohamed El-Sharkawy, Chairman of the Council on American-Islamic Relations (CAIR), and Mr. Hafza Turk, member of the Muslim community, reported on the Dr. Hassan case at the Regional HRC Exchange on February 28, 2006. The Valley's HRCs are now aware of the issue.

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**General Discussion of Dr. Nadim Hassan included:**

- One commissioner mentioned that it seems that Congress overall does not want to get involved.
- The Commission agreed that individual commissioners can act as citizens, but the commission as a whole would not take formal action on this agenda item, as they are still gathering information.
- The Commission also felt that this topic should be placed on the agenda for the Regional HRC meeting in Chandler in May for follow-up.

**Agenda Item 4 – HRC Strategic Plan Update**

**Vice-Chair Janis Webb asked for an update on the following subcommittees:**

**A. Subcommittee for Development of Emerging Issues Report:**

Staff Rosa Inchausti, in Chair Joel Navarro's absence, provided an update:

**1. Regional HRC Subcommittee on Day Labor Issues Update**

- 1) The Public Forum on Day Labor has been set for Wednesday, May 10, 2006 and will be hosted by the city of Tempe. This forum will look at the economic impact of the proposed legislation from Senator John McCain, Senator Jon Kyl, and Congressman JD Hayworth regarding immigration.
- 2) The subcommittee is looking to have participation from the Farm Workers Union, day laborers themselves, representatives from Home Depot, ASU, and Ana Gonzales from the University of Los Angeles.

**2. GLBT Issues Update**

There was no report.

**B. Subcommittee on Strategic Oversight Update**

Commissioner Colleen Byron provided an update on the following topic:

**1. Tempe Talks: A Diversity Dialogue Update.**

- 1) The program ended March 8, 2006. Participants enjoyed a potluck dinner and shared feedback of the program. Mayor Hugh Hallman attended and thanked the participants for sharing their experiences in the program.
- 2) Some participants felt that the program should be offered more than once a year and that it should be publicized better to increase attendance. They discussed creating a subcommittee to look into program and the program's curriculum.
- 3) Many were excited and also motivated to do more in the community after the program was over.
- 4) Participants will be recognized by Mayor and Council at the March 23, 2006 City Council meeting.

**C. Subcommittee on Supplier Diversity Update**

No report.

**Agenda Item 5–Regional HRC Conversational Exchange Subcommittee Update**

**Commissioner Arlene Chin led discussion of the Regional HRC Conversational Exchange and Subcommittees:**

- 1) Commissioners recognized at the Regional meeting that the subcommittees were developed long before many were appointed as commissioners and perhaps it is time to revisit the relevance of each issue.
- 2) Although there was reluctance to eliminate any of the issues identified in 2002, commissioners overall decided during the Regional meeting to combine related items and later in the discussion two more subcommittees were added.

- 3) Since many commissioners were not in attendance at the Regional meeting, it was decided each HRC should review the subcommittees to gather consensus as to which subcommittees should be retained.

**General Discussion of the Regional HRC Subcommittees included:**

- The Tempe HRC felt that each commission has its own approach to issues. It would be difficult to come together at the Regional level to discuss issues specific to any city.
- The only issues that the Valley's HRC have worked together on are the Regional Unity Walk and Day Labor. Perhaps the Regional HRC should revisit the relevance of the other subcommittees.
- It seems that the other cities are not really sure what their roles are when the HRCs meet on a Regional level.
- There was overall consensus among the Tempe HRC that the goal and focus of the Regional meetings should be just to exchange information and become a coordinating board. At these meetings, the HRCs could not only highlight their accomplishments, but bring forward challenges and solicit suggestions on addressing those challenges.
- The commission agreed that they would spearhead the new focus of the Regional HRC meetings.
- Incidentally, staff was asked to follow-up with Glendale's new Diversity Director to gauge interest in establishing a Human Relations Commission in Glendale.

**Agenda Item 6–Diversity Office Update**

**Staff Rosa Inchausti provided an update on the activities of the Diversity Office:**

**1. Diversity Office Update**

- 1) The 2006 City of Tempe Diversity Strategic Plan was officially adopted by City Council in December of 2005. The updated strategic plan still addresses the five main strategic areas; but the terminology has been changed. The new terms are: *Inclusion and Equity, Impartiality, Healthy Networks, Fair Promotions, and Solutions*.
- 2) The updated strategic plan includes ongoing successful programs and introduces new programs that can be implemented at the workgroup level. Some of the new programs include ADA training, which will be spearheaded by the city's ADA Accessibility Specialist, Cindy Brown and a Leadership Development Day. The city will also create a Women's Networking and GLBT Networking Program.
- 3) The Diversity Steering Committee decided to form subcommittees to implement the new programs discussed in the updated strategic plan. Staff will provide an update on those subcommittees at the next HRC meeting in April.

**2. Cesar Chavez Recognition**

- 1) In honor of Cesar Chavez Day, the Diversity Department is coordinating a coloring contest in partnership with Aguilar School. Using the theme "Cesar Chavez had a calling...what's yours?", children are being asked to draw a picture representing Cesar Chavez' life and work, and to also draw a picture representing *their* future public service calling.
- 2) Informational packets were prepared to assist the teachers in conducting their lesson plans. Two winners from each grade level will be selected. All winners will be awarded a certificate of recognition, an invitation to a city-hosted pizza party, a gift certificate to Target, and will be recognized at a Council meeting.

**Agenda Item 7 –Current Events Announcements**

- Tempe Leadership Class of XX will host a dedication ceremony of an art piece created by Gary Beals Thursday, March 30, 2006, at 5pm in front of City of Tempe's Police and Courts building at 120 E. 5<sup>th</sup> Street.

The commission's next meeting will be April 11, 2006 at Tempe City Hall.

**Meeting adjourned at 7:25 P.M.**

Prepared by: Andrea Groves

Reviewed by: Rosa Inchausti

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Rosa Inchausti, Diversity Manager